

Abstract

Public policymakers consider three factors while judging the effectiveness of a policy, namely, access, social inclusion and equality of opportunity. As *Sen (1999)* mentioned, one of the main goals of economic development is to increase the opportunities available to an individual in the employment sector. Increased opportunities indicate higher mobility. Therefore, one of the measures of equality of opportunity is intergenerational mobility. The present thesis examines the effectiveness of policies to reduce the degree of inequality of opportunity in the Indian context. Historical data shows that following the adoption of the economic reform policies, there was a shift in the employment structure in India. We have used measures of mobility and Altham Statistic to examine whether such a similar shift was evident across two generations over time. Next, we have used logistic regression analysis to identify the factors that explain the overall mobility of the son. We found that sons of public sector employees are most likely to be employed in a different sector of occupation than that of their fathers. Hence, we used multinomial logit regression analysis to identify the factors that have an impact on the skill level of the son's job sector whose fathers are public sector employees. We found education to be the most important variable that determines whether an individual will be employed in a white-collar job, skilled/semi-skilled or unskilled job. In the second chapter, we examine the effectiveness of job reservation policy adopted by the Indian Constitution since the 1950s in creating opportunities for sons belonging to the backward classes to work in a different sector of occupation than that of their fathers. We also examine whether education of the son and family endowments like education of parents influences overall mobility. Using mobility measures and Altham Statistic, we found that there exists a weak association between father and son's sector of employment for sons belonging to the General Category and Scheduled Tribe. However, this difference was due to the difference in the tendency to inherit the father's sector of employment. There was no significant difference in the degree of association between father and son's sector of employment for sons belonging to the General category and Scheduled Castes. Additionally, two regression analyses were conducted. In the first regression the factors that determine the overall mobility of the son are identified. In the second regression we examined whether caste category along with factors like income of the household and education influences the likelihood of sons being

employed in a different sector than that of fathers who are working in the public sector. The results show that sons belonging to Scheduled castes are more likely to work in a different sector of occupation than that of their fathers compared to sons belonging to the General category. However, Scheduled Tribes show intergenerational persistence if fathers are public sector employee. Increase in the level of education of the son increased the likelihood of being employed in a different sector of occupation than their fathers across all three social groups. Another phenomenon that captures the attention of the policymakers is the “The Great Indian Migration Wave”. According to Census of India 2011, 36.9 percent of the total population comprises of migrants. Like other children, migrant’s children also help in shaping up the social, economic and political structure of an economy. In light of the above, the objective of the third chapter is to examine the intergenerational educational mobility observed among the non-migrant and the migrant sons. To check whether the mobility rate is constant throughout the son’s educational distribution, we have used quantile regression analysis. The results show that without controlling for the socio-economic factors, non-migrant sons are less affected by their parent’s education compared to the migrant sons. We also found that educational mobility is higher between son and mother’s education as compared to the father’s education. However, after controlling for the socio-economic factors, sons belong to the migrant generations are more mobile as compared to the non-migrant sons. Quantile regression shows that at the low end of the son’s educational distribution, parents’ education has more impact on son’s educational attainment compared to those sons who are at the higher end of the distribution. Beyond 80th quantile of son’s educational distribution, we find that there is no association between son and parents’ education.